

January 14, 2011

Bill Clark  
President  
Association of Legal Professionals (ALP)  
c/o City Attorney's Office

**RE: City/ALP Negotiations**

Dear Bill:

Thank you for your response on January 3, 2011. It is our understanding that the Association of Legal Professionals (ALP) was waiting until its members returned from furlough and would get back to us once you have had a chance to review our letter dated December 20, 2010, offering to begin negotiations with ALP on a successor agreement.

We had originally offered to meet during the week of January 10, 2011, but to provide ALP the requisite time to review our letter, we would like to meet next week and, for your convenience, we have provided the following dates and times where we would be available to meet with ALP. If these dates and times do not work for ALP and its negotiating team, please provide us alternative dates and times during the week of January 17, 2011, with which to begin negotiations with ALP.

<b>Date</b>	<b>Day</b>	<b>Time</b>	<b>Location</b>
Wednesday	January 19, 2011	10:00 a.m. to 11:00 a.m.	OER, Council Wing, 3 <sup>rd</sup> Floor
Thursday	January 20, 2011	3:00 p.m. to 4:00 p.m.	OER, Council Wing, 3 <sup>rd</sup> Floor

The City's Employer-Employee Relations Resolution provides for up to three (3) representatives to attend negotiations, so please let us know the names of the employees who will be participating so that we can provide release time to attend the meeting.

As you may know, when ALP showed its initiative and agreed to a 10% total compensation reduction for Fiscal Year 2010-2011, both the City and ALP understood that the challenges facing the City and the employees were going to be just as daunting for Fiscal Year 2011-2012, as the City once again faces a significant budget shortfall. In anticipation of this challenge, the City and ALP agreed to commence negotiations in January of 2011 in order to begin to tackle the challenges we both face. As we previously indicated, we would like to meet with ALP and discuss the following items, as approved by City Council in a Special Council Meeting on November 18, 2010:

- An additional 5% ongoing total compensation reduction upon expiration of the 5% one-time total compensation reduction for Fiscal Year 2010-2011

- Sick Leave Payout Reform
- Compensation Structure Reform
- Retirement Reform

Additional information and the guiding principles for labor negotiations approved by City Council can be found at [http://www.sanjoseca.gov/clerk/Agenda/20101118/20101118\\_0303a1sup.pdf](http://www.sanjoseca.gov/clerk/Agenda/20101118/20101118_0303a1sup.pdf).

Given the significant issues we will be discussing in negotiations, please let us know which of the dates above works best for ALP or, in the alternative, please let us know when ALP would be available to meet prior to the end of January. Please let us know who will be participating so that we can provide the necessary release time as well. We would appreciate hearing from you as soon as possible.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gina Donnelly', written over a horizontal line.

Gina Donnelly  
Deputy Director of Employee Relations